



Rhode Island's Career Resource Network

News Corner

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Summer 2004

Support for Academic and Career Counseling Programs



An Economist's View of Productivity and Human Capital



Most of us know the story of the blind men and the elephant. One lesson from that story is that sometimes it is useful to consider how other

persons view things because it gives us a new approach to our work in helping students/clients to manage their careers.

Charles Wheelan, an economist, provides an entertaining introduction to economics and implies some lessons for career development professionals in his book, *Naked Economics: Undressing the Dismal Science* (Norton, 2002). Chapter 8, "Productivity and Human Capital: Why is Bill Gates so much richer than you are?" provides some interesting insights.

Human capital, Wheelan says, is "the sum total of skills embodied within an individual: education, intelligence, charisma, creativity, work experience, entrepreneurial vigor, even the ability to throw a baseball fast." This is what would be left if you lost your job, money, home, and other possessions. How would you do? Wheelan asks, "How would Tiger Woods do? Just fine. If someone lent him golf clubs, he could be winning tournaments by the weekend. How would Bubba, who dropped out of school in tenth grade and has a methamphetamine addiction fare? Not so well. The difference is human capital; Bubba doesn't have much."

Some kinds of human talent are in greater demand than others. The more unique a set of skills, the better

compensated the owner will be. (Think of major league baseball players!) The price of a skill is related to scarcity, not social value.

The wealthy or comfortable individuals in America have either natural talent or skills developed through specialized training and education.

Some people in America are poor because they cannot find good jobs. This is the symptom, not the cause. The underlying problem is a lack of skills, or human capital. In addition to earning money, human capital makes us "better parents, more informed voters, more appreciative of art and culture, more able to enjoy the fruits of life." It also makes for a healthier economy.

Wheelan ends the chapter by quoting from a recent speech by Marvin Zonis, a professor at the University of Chicago Graduate School of Business, to the Chicago business community: "Complexity will be the hallmark of our age. The demand everywhere will be for ever higher levels of human capital. The countries that get that right, the companies that understand how to mobilize and apply that human capital, and the schools that produce it . . . will be the big winners of our age. For the rest, more backwardness and more misery for their own citizens and more problems for the rest of us."

The message for career professionals? Encourage our students/clients to assess and strengthen their human capital, for their own personal gain as well as that of society.

The **Facilitating Career Development** class, leading to certification as a Global Career Development Facilitator (GCDF) will be held Wednesdays from 5:30 to 9:30 p.m., starting September 15. Details and registration forms will be available shortly and may be downloaded from www.dlt.ri.gov/crn/training.htm



The Motivating Students Workshop based on the presentation of Doug Manning at the May 7th conference of the RI School Counselor Association (RISCA), will be rescheduled. Watch your mail for an announcement of the date. Attendees at the RISCA conference were very impressed by Manning's presentation. If you work in a school and have not heard about it, ask a counselor who was there!



Real Game News

Want to be a Real Game trainer? America's Career Resource Network Association (ACRNA) is offering two train-the-trainer workshops, one in the western United States, and the other at the Holiday Inn on Atwells Avenue in Providence. Each workshop in Providence is two days. Four workshops will be offered on this schedule:

July 29-30 (Thursday and Friday)

Make It Real (grades 5-6)
Real Times, Real Life (adult)

July 31-August 1 (Saturday and Sunday)

Be Real (grades 9-10)
Get Real (grades 11-12)

The RI Career Resource Network will provide a kit and pay the registration fee for those who agree to attend the training and to teach up to three one-day classes per year. If you are interested in attending this training, contact Tom Culhane (462-8746, email tculhane@dlt.state.ri.us) for additional information and registration forms.

Facilitator (teacher) training for games in the Real Game Series will be offered in August and again in the fall. Dates have not yet been determined. Watch the CRN web site, www.dlt.ri.gov/crn, or call the CRN for more information.

Be Real Games in the Real Game Series are updated approximately every three years. 2004 is the year for the revised *Be Real*, which is now available. It is not necessary for those who recently acquired kits to order a new one unless they wish to do so. However, the Train-the-Trainer workshop (see above) will use the 2004 revision, and those who order now will receive the revised kit.

Upcoming Events

of Interest to Career Development Professionals

July 29 – August 1: Real Game Train-the-Trainer (see Real Game News)

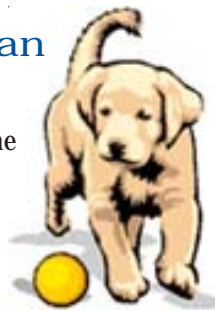
August 2-6, 2004: RISCA Summer Institute for Counselors

September 15, 2004: Career Development Facilitator class, Wednesdays from 5:30 to 9:30 p.m., through February 9, 2005.

October 18, 2004: Partnerships to Employment (P2E) www.sherlockcenter.org for all concerned with preparing people with disabilities for employment.

Occupational Focus:

Veterinary Technician



Your puppy gets sick in the middle of the night, so you drive him to the animal hospital and carry him in. But the first medical professional you see probably isn't a veterinarian. You can relax, though: with a veterinary technician providing care, your puppy is in good hands.

Veterinary technicians are often called animal nurses because they care for animal patients the way nurses care for humans. But veterinary technicians' responsibilities extend beyond nursing, combining duties of many human healthcare jobs.

Many people are attracted to veterinary technology because they love animals—and that's a good foundation for a veterinary career. But veterinary technicians also need solid scientific skills. As veterinary medicine becomes more advanced, the duties of technicians are becoming more complex and varied.

Employment of veterinary technicians in the nation is expected to grow from 49,400 to 68,800 between 2000 and 2010. This is a growth rate of 39%, much faster than the average for all occupations. In Rhode Island employment is projected to grow from 245 to 335, with approximately 15 annual openings. National hourly median earnings are \$10.78, about \$22,340 annually. In Rhode Island the median is \$12.06, with starting earnings of \$10.22.

Many veterinary technicians have an associate degree in veterinary technology or animal health. Some have a bachelor's degree, and may have the title of veterinary technologist.



For more information see the article,

Veterinary Technicians, Nursing Animals to Health, in the Occupational Outlook Quarterly, available on the Internet at:

www.bls.gov/opub/ooq/2003/fall/contents.htm

What's New in the CRN Corner?



Hospitality Education Workshop by Johnson and Wales University for teachers, administrators, and other educators will be offered in July or August (dates to be determined). The program is to assist in implementation of hospitality curriculums. For information contact Patricia Serpa, (401)598-2335 or psarpa@jwu.edu


New RISCA publications: The RI School Counselor Association has released a new publication, *Introducing the Elementary School Counselor* to help define this role, which is unfamiliar to many.

“Career Academies: Impacts on Labor Market Outcomes and Educational Attainment.” A recent webcast by Dr. James Kemple describes the impact of Career Academies since their establishment more than 30 years ago. More information at www.nccte.org/webcasts/description.asp?wc=122

IPEDS COOL for College Searches has tools to help search for a college based on location, program, and/or degree offerings. Find out about the number of applicants, percent admitted, percent of admitted students enrolled, SAT/ACT scores, and other information. <http://nces.ed.gov/ipeds/cool/>

Work-based Learning Helps Students Succeed in Higher Education. *Work-Based Learning & Higher Education: A Research Perspective* presents findings of a national survey administered to first-year students at eight four-year institutions in the U.S. regarding their work-based learning experiences during high school. Find the report at www.educationalpolicy.org

Presidential candidates' positions on education reform is described in a policy brief by the Alliance for Excellent Education. www.all4ed.org/press/pr_042104.html

 **The National Center for Education Statistics (NCES)** Education Statistics Quarterly has a new on-line look and added search capabilities. The Quarterly offers a comprehensive overview of work done across all of NCES. Each issue includes short reports and summaries covering all NCES publications and data products released during a 3-month period as well as other information. The inventory of all volumes, throughout its 5-year history, is now searchable by topic area. A summary of NCES findings on High School Guidance Counseling is available on request from the Career Resource Network. <http://nces.ed.gov/programs/quarterly/>

Computer Assisted Career Guidance

For many years RI's Career Information Delivery System (CIDS) has worked with Bridges.com to provide quality computer software. This relationship has been very successful because Bridges personnel are experienced counselors or educators dedicated to providing the best possible education tools. They are constantly striving to improve their products each year. Here are some of the developments you will see in the coming year:

Bridges Online Test Prep Courseware: Bridges' new online test prep courseware powered by TestU provides tools to help students improve on ACT, PSAT and SAT tests. **Schools ordering Choices, eChoices, or CX Online before June 30 have the opportunity to use PSAT courseware at no charge 2004-2005.** Contact the CRN for details.

eChoices Replaced With Choices Planner: New Ways to Plan - This online update of Choices CD Edition gives Choices CD or eChoices users the freedom of online access, more tools, a portfolio with online storage, reporting tools for professionals, and better tools for planning.

Choices Explorer: A New Name for CX Online: The 2005 edition of CX Online will have a new title: Choices Explorer. As an important part of the Explore-Plan-Apply methodology for education and career success, Choices Explorer continues as a popular exploration resource for high school students. This fall Bridges will release a new middle school version of Choices Explorer with the transition planning tools younger students need to effectively plan their high school education.

Guideways: Leading the Way: A new guided activity system called Guideways gives users directed experiences to achieve specific outcomes without taking instructor time or losing focus on objectives. Watch for Guideways in Choices Planner, Choices Explorer, and the Choices CD Edition.

ASCA-Certified Training: Bridges provides the only professional development program in education and career development certified by the American School Counselor Association (ASCA). See "Motivating Students" on page 1.

Career Futures: There has been a sharp increase in the number of schools using, or planning to use, Career Futures, the computer-assisted career counseling program for middle school students. The Career Resource Network will offer a Career Futures workshop in the fall. Watch the CRN web site for details.

A Web Site Worth Surfing:



**National Career
Development Association (NCDA)**

www.ncda.org



Past issues of the *News Corner* have featured a single web site, usually one with Rhode Island connections. If all the good web sites for career planning were to be featured one at a time it could take years. With that in mind, the featured web site in this issue is actually a collection by a very reputable professional association of links to quality web sites. To make your search for useful information easier, links are organized in eighteen categories and each link is briefly described. To access these links, place the cursor over “Consumers & Job Seekers” on the home page, then from the menu which will appear, select “Internet Sites for Career Planning.”

Examples of the categories are:

- ✓ Self-Assessment
- ✓ Occupational Information
- ✓ Employment Trends
- ✓ Salary Information
- ✓ Trade and Professional Associations
- ✓ Military Information
- ✓ Apprenticeships & Other Alternative Training Opportunities
- ✓ Researching Employers

Do you have comments or suggestions on the contents of our CRN News Corner? Do you have information you'd like us to publish?

If so, please contact us at: Career Resource Network, Thomas Culhane, Career Resource Network Manager,
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(401) 462-8790 phone, (401) 462-8766 fax, tculhane@dlt.state.ri.us email, www.dlt.ri.gov/crn web site

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